



## First SPHERE online training for DPPI SEE

### Introduction

As part of DPPI SEE DMTP for 2020/21 there is a plan to educate civil protection staff on Sphere and produce future trainers. The plan envisages 3 workshops, 1 ToT and additional 3 workshops facilitated by the produced trainers.

As the COVID-19 pandemic prevented the workshops from happening in person, in coordination with the team of trainers, Tristan Hale, Aninia Nadig, Zeynep Sanduvac and Dijana Muzička, it was decided to conduct the first workshop online. The online workshop on Sphere was designed to be held within four weeks with one working day consisting of maximum 3 hours per week

### Deliverables

In the *first week*, Tristan Hale introduced participants to methodology of workshop, tools for online workshops and trainings, and chose the best options to keep participants active during whole process. In addition to first week all participants were brought into the subject, establishment of Sphere standards and its concept, development, revision processes and how this idea started, who started it and put all different good practices and experience into the handbook which is universal and can be used for each context. The participants also learnt that the Sphere family is worldwide, that promotes accountability, quality response and inclusion for effective, efficient and appropriate support towards those affected by disaster. The people who follow the Sphere, advocate for those who are in need, and work in coordinated way.

*Second week*, led by Zeynep Sanduvac, had a goal to go through the handbook itself from the beginnings. Intensive speed introduction to handbook has gave the overview to participants about core belief of Sphere and the content of the handbook, and also how Sphere handbook is used? The focus was given to Core Humanitarian Standards, Protection Principles and Code of Conduct. In the end the trainer introduced them to four technical sectors in the handbook: Food and Nutrition, WASH, Shelter and Settlements and Health. During the session's group works participants discussed about the understanding of the Humanitarian Charter, Protection Principles and Core Humanitarian Standards practically affect their humanitarian work.

In *week three*, trainer Dijana Muzička compared the compilation of various EU Civil Protection guidelines and policies with Sphere standards. The comparison showed that most of the topics are the same or differently named but with same goal. For the purpose of session, trainer took two technical parts to compare them, WASH and Shelter and Settlements. It was clear that these two realign on each other and make one very

comprehensive picture of good, coordinated, people centred and accountable response after disaster.

In *week four*, Aninia Nadig gave an overview on Humanitarian Standards Partnership, strategy and purpose but also common foundations of partnership. Humanitarian Standards Partnership (HSP) reflects DG ECHO approach towards disability inclusion, disaster risk reduction, education in emergency, gender sensitive aid and children in need. Aninia also provided an overview of the relevance of Sphere and HSP guidance for setting some ground elements for a Covid-19 response. Participants got time to discuss learning points from all four sessions and how the learning might influence their work in the future.

## Agenda of the workshop

### WEEK 1: Introduction to Sphere (Tristan Hale)

Pre-workshop assignments	Workshop
<ul style="list-style-type: none"> <li>Read the pre-course information</li> <li>Check camera and microphone</li> <li>Find a marker pen</li> <li>Find the Sphere Handbook (in one of its forms)</li> <li>Read the first chapter, "What is Sphere?" (8,000 words / 1 hour)</li> </ul>	<ul style="list-style-type: none"> <li>Welcoming (20 minutes before the session starts)</li> <li>Housekeeping (5)</li> <li>Personal introductions (15)</li> <li>Brief introduction to Sphere / icebreaker (15)</li> <li>Handbook search and workshop objectives (20)</li> <li>Virtual learning approaches and technology (10)</li> <li>Key concepts and definitions group work (30)</li> <li>Quiz (10)</li> <li>Survey + objectives check + assignments + wrap-up + collaboration platforms (15)</li> </ul>

### WEEK 2: The Sphere Handbook (Zeynep Sandoval)

Pre-workshop assignments	Workshop
<ul style="list-style-type: none"> <li>How to be a Sphere Champion e-learning (1 hour)</li> <li>Browse the Sphere website. Answer the question: "Besides the Sphere Handbook, what other products and services does Sphere provide?" (15 minutes)</li> <li>IMPORTANT: Before this session please make sure to watch below videos are listed to have an overview of the content.</li> <li>First, two videos are about Sphere and the third one is about Core Humanitarian standards.</li> <li>Watch the videos <ul style="list-style-type: none"> <li>What's new in the Sphere Handbook in 2018 <a href="https://www.youtube.com/watch?v=01PHMGmpWE">https://www.youtube.com/watch?v=01PHMGmpWE</a></li> <li>Sphere Minimum Standards <a href="https://www.youtube.com/watch?v=XnQV63k07TU">https://www.youtube.com/watch?v=XnQV63k07TU</a></li> <li>Core Humanitarian Standards <a href="https://corehumanitarianstandard.org/resources/tools">https://corehumanitarianstandard.org/resources/tools</a></li> </ul> </li> <li>Please be ready for sharing your reflections about</li> </ul>	<p>Pre-test questions</p> <ul style="list-style-type: none"> <li><b>The Humanitarian Charter:</b> the ethical and legal framework for humanitarian action</li> <li><b>Protection Principles:</b> practical strategies for protecting human rights</li> <li><b>Core Humanitarian Standard:</b> a framework for accountability and effectiveness</li> <li><b>Sphere minimum standards</b> for WASH, Food, Shelter and Health</li> <li><b>The holistic Handbook:</b> using the Handbook correctly</li> </ul> <p>Post-test questions (measure knowledge over session)</p>

each video at the beginning of the session.	
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### WEEK 3: Civil protection guidelines and Sphere (Dijana Muzička)

Pre-workshop assignments	Workshop
<ul style="list-style-type: none"> <li>Find EU civil protection guidelines on internet and identify on paper all area covered by EU civil protection guidelines</li> <li>Identify similar/same areas covered by EU CPG and Sphere handbook</li> </ul>	<ul style="list-style-type: none"> <li>Using Sphere standards and EU civil protection guidelines in combination for disaster preparedness and response</li> <li>Similarities and differences (between Sphere and EU CP guidelines)</li> </ul>

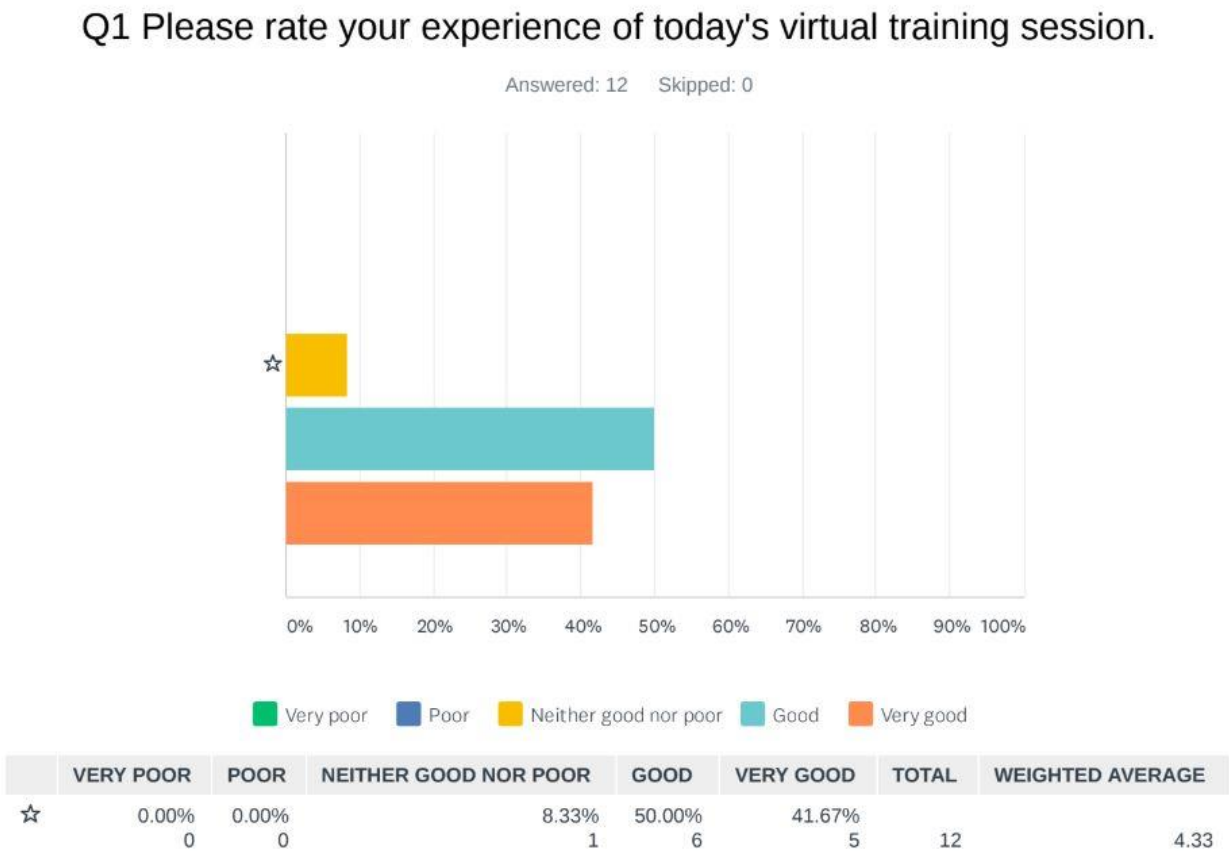
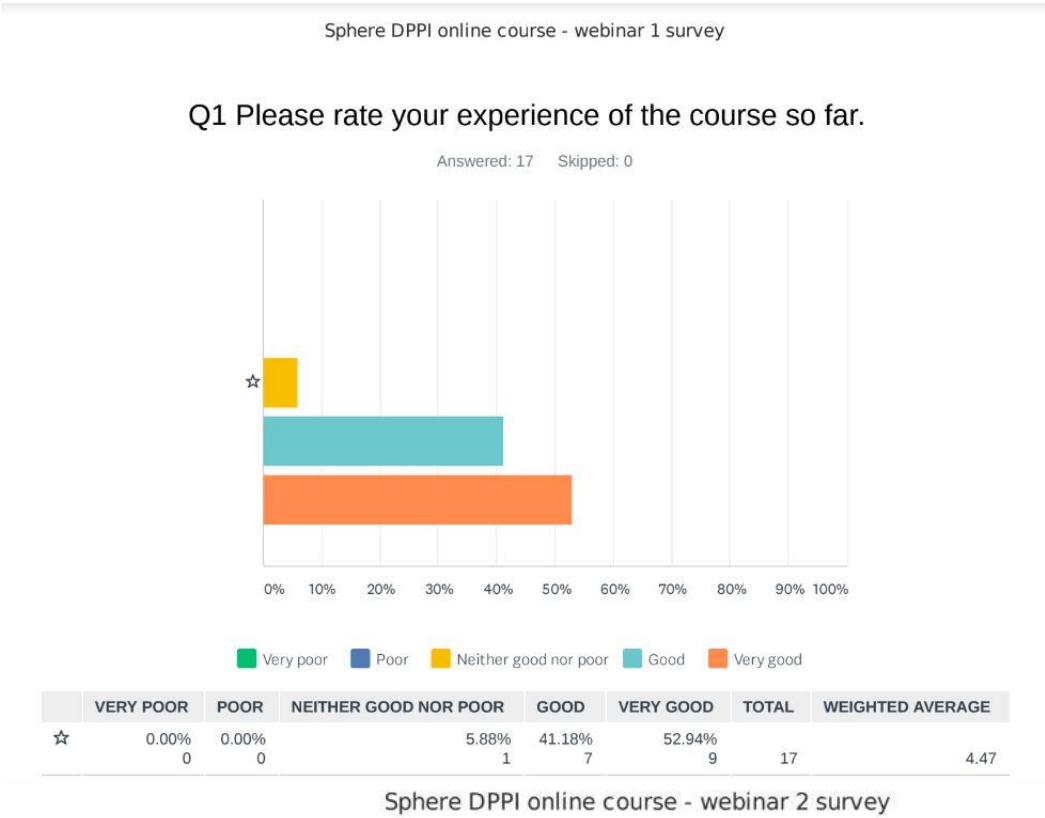
### WEEK 4: COVID-19 (Aninia Nadig)

Pre-workshop assignments	Workshop
<ul style="list-style-type: none"> <li>Discover the Humanitarian Standards Partnership: <a href="https://spherestandards.org/humanitarian-standards/standards-partnership/">https://spherestandards.org/humanitarian-standards/standards-partnership/</a></li> <li>Watch the video (can be found on same page)</li> <li>Are any of these HSP standards particularly interesting for you? Take a look at these Handbooks</li> <li>Discover the guidance you find on <a href="http://www.spherestandards.org/coronavirus">www.spherestandards.org/coronavirus</a>, both on Sphere and HSP</li> <li>Reflect on how C19 has impacted your life and your work</li> <li>Identify areas in which Sphere and HSP guidance was/could be helpful for your C19 response</li> <li>Identify areas in which standards guidance is missing - and should be developed based on learnings from C19 responses</li> </ul>	<ul style="list-style-type: none"> <li>Community engagement</li> <li>The Humanitarian Standards Partnership (HSP)</li> <li>COVID-19 guidance for humanitarian response</li> </ul>

### Survey results of the workshop 1

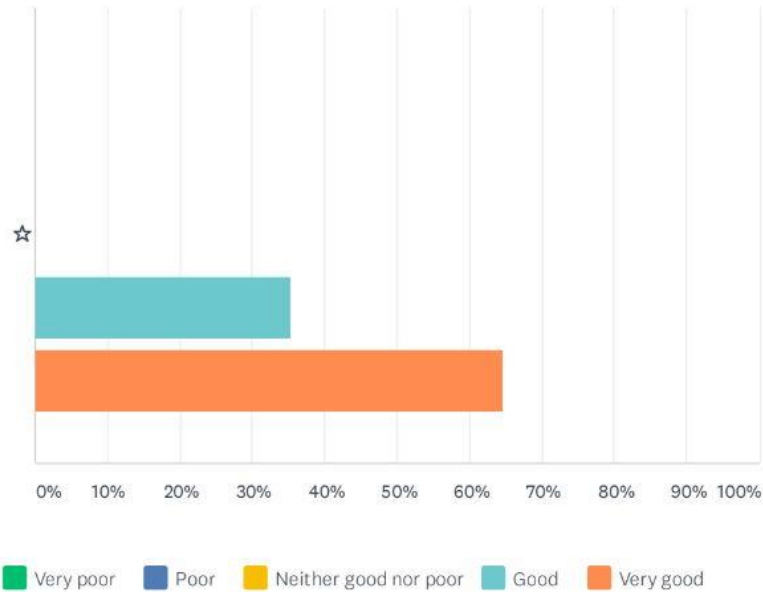
After each week the participants through quick evaluation gave an opinion on quality of the workshop outcome. The results are very good, however there is always a place for improvement. We heard the opinions and listen what participants like and for the next round the team of trainers will take into the consideration all and adjust the workshop to it.

We bring the results of surveys after each session:



Q1 Please rate your experience of today's virtual training session.

Answered: 17 Skipped: 0

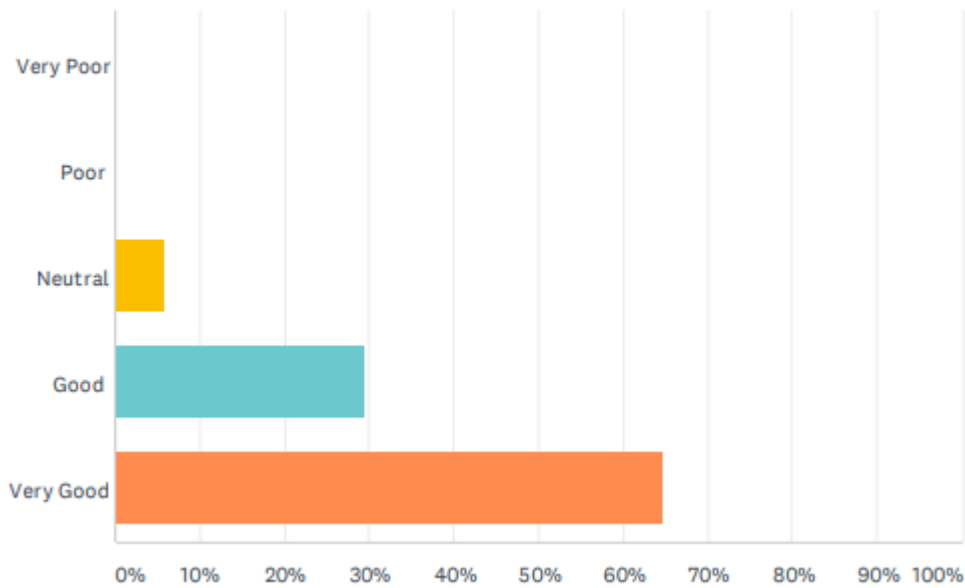


	VERY POOR	POOR	NEITHER GOOD NOR POOR	GOOD	VERY GOOD	TOTAL	WEIGHTED AVERAGE
☆	0.00%	0.00%	0.00%	35.29%	64.71%	17	4.65
	0	0	0	6	11		

Whole Course (following week 4)

Q2 Overall, how would you rate the course?

Answered: 17 Skipped: 0



## **Satisfaction score per aspects of the course:**

Scheduling	79%
Pre-course information	84%
Support during the course	88%
Assignments	82%
Organization	88%
Content	90%
Training materials	88%
Length of course	76%
Collaboration platform (MS Teams)	82%

## **Increase in knowledge score per theme**

Virtual learning technologies: Zoom, Miro, etc.	80%
Sphere essentials: Philosophy, history, etc.	86%
Sphere Foundations: The Humanitarian Charter, Protection Principles and the Core Humanitarian Standard (CHS)	81%
Technical standards: in WASH; Food Security and Nutrition; Shelter and Settlement; and Health	77%
How to use the Sphere Handbook	85%
EU Civil Protection and Humanitarian Aid Guidelines (and their relationship with Sphere)	79%
The Humanitarian Standards Partnership (HSP)	84%
Application of humanitarian standards in COVID-19 scenarios	81%
Sphere training techniques	83%

## **Updates for next time**

In addition to the quantitative data shown above, the training team collected qualitative data from participants and from observation.

The following ideas are under consideration for the 2<sup>nd</sup> edition of the course:

- Mild evaluation of participants (to measure suitability for the ToT programme). Include measurement of participant engagement using various suitable indicators
- Evaluation of the course itself (using an independent evaluator)
- Update the pre-learning survey to check familiarity with DPPI SEE
- Run a small-group exercise throughout the course, developing the assignment a little each week based on course material. This will include a requirement for groups to collaborate between workshops. Groups will present their work during the final workshop.
- Split week 2 into 2 sessions to make a 5-week course. There was far too much important content here to squeeze into 2 hours. (The timing of the other weeks was okay.)

## Conclusions

The training team successfully created and delivered an online course, including highly **interactive virtual workshops**. This required learning new skills, including facilitation of virtual workshops and management of online virtual communities.

Feedback from participants was very positive. Several participants noted they would prefer the 3-day in-person format, but that given the circumstances, we must adapt our learning preferences, and learn to learn (and teach) in virtual settings.

This was the first time ever when an event within DMTP is organized online. Although it is a completely new format and very different to face to face trainings, we have showed that with careful preparation the outcomes can be positive. Having in mind that online trainings will remain DPPI SEE Secretariat and the team of trainers encourage the member states to take active participation in the next session as the benefits are both in regards to Sphere but also in how to use the various tools to conduct online trainings in participatory manner.

Our main challenge will be how to make the selection of the best candidates and train them as future Sphere trainers. Therefore assistance from the member states is needed when nominating candidates to try and identify people who are really interested in becoming Sphere trainer. Becoming a Sphere trainer requires knowledge and commitment and brings a lot of visibility to the sending authority as the trainers are engaged worldwide.

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